

# **The Top 10 Principles For Leading Change**

## **Introduction**

Most change efforts fall far short of their potential. Usually that's because leaders fail to address the deep behavioral changes they are seeking. The following management principles are at the heart of any successful change effort:

- 1. Keep performance results the primary objective of behavior and skill change.**
- 2. Continually increase the number of individuals taking responsibility for their own change.**
- 3. Make sure that each person always knows why his or her performance and change matters to the purpose and results of the whole organization.**
- 4. Put people in a position to learn by doing and provide them with the information and support they need just in time to perform.**
- 5. Embrace improvisation as the best path to both performance and change.**
- 6. Use team performance to drive change whenever demanded.**
- 7. Concentrate organizational designs on the work that people do, not on the decision-making authority they have.**
- 8. Create and focus energy and meaningful language because these are the scarcest resources during periods of change.**
- 9. Stimulate and sustain behavior-driven change by harmonizing initiatives throughout the organization.**
- 10. Practice leadership based on the courage to live the change you wish to bring about.**

About the Submitter:

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